

DO YOU NEED...

• Better pay?

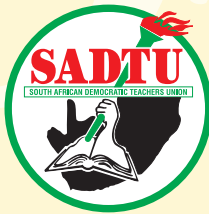
• Better benefits?

• Job Security?

• Better working conditions?

• Professional development?

Then you must belong to a union



WHY SADTU IS THE UNION OF CHOICE?

**SADTU is a union proud of its history
and confident of its future.**

The union is currently boasting a membership of 223,000 representing 2/3 of the teaching force in the country. It is a majority union in the ELRC and one of the 3 largest unions in South Africa. It is an affiliate of COSATU, the biggest federation in South Africa.

The union's main objectives are:

- To eradicate all forms of discrimination in education and to strive towards a free and democratic system of education in South Africa.
- To protect its members both individually and collectively in their profession, and to ensure that its members enjoy civil, human and legal rights..
- To bargain collectively on behalf of its members
- To voice collectively the opinions of members pertaining to education.
- To foster an esprit de corps among teachers and to promote and maintain high standards of ethical conduct, professional integrity and efficiency in the promotion and maintenance of standards of teaching and learning.
- To establish and administer funds on behalf of its members.
- To promote and advance the cause of public education.

MEMBER REPRESENTATION

SADTU represents members' in individual and collective disputes.

In disputes with school authorities, representation begins at the workplace. In cases where it is necessary for a grievance to proceed to arbitration competent officials are deployed to handle the cases. SADTU fights even at the level of courts as long as it is in the interest of members to do so. This is done through a national office based legal officer and /or a reputable firm of lawyers paid for by the union. Check with your Site Steward or branch leaders on how you may be represented.

BARGAINING FOR MEMBERS

Together with other unions, SADTU bargains collectively with the employer to improve the conditions of service for all teachers in the country. Through negotiations in the public service, multi-term collective agreements are reached. The collective agreements basically reflect improvements in conditions of service, i.e. salaries, medical aids, leaves, etc for a particular period. SADTU bargains for both its members and non-members, alike.

Non-members are disadvantaged because they pay agency fees of R39.50 per month. They don't

enjoy individual membership rights in the union. Union members enjoy all rights for a subscription fee of R30.00 per month.

SADTU also negotiates terms, and conditions of service for its members in private schools. The Union is daily enlarging its private schools' membership base.

Improvement plan for Educators'

The parties to the ELRC have finalized the following in order to improve the conditions of service for educators:

- Accelerated pay progression
 - an educator will be able to progress through his/her salary level within a period of 11 years as opposed to the current 16 years arrangement, by jumping 3 notches after every 3 years of consistent "good" performance.
- Grading of institutions
 - institutions (schools) are now graded up to salary level 12 based on the

educator numbers to that effect, heads of these institutions' salaries will be adjusted accordingly, retrospective from 1 July 2005.

- Career Pathing
 - a level 1 educator will now be able to grade progress from salary level 8 (Senior Teacher) to salary level 9 (Master Teacher). An educator qualifies to be a Senior or Master Teacher once at the appropriate salary level.
- Allowances for teaching in Rural, and "Hard to teach" areas need to be paid.
- Posts for Social Support – these will be created in areas of need that are ravaged by poverty. These will be created at salary level 9.
- Senior Education Specialists Posts – these will be created at level 9 and will increase the current number of curriculum or subject advisors' posts.

SADTU'S JOBS CAMPAIGN

The union is concerned with the declining job security in our

country. Jobs in the formal sector have been decreasing at a phenomenal rate. We believe that the economy should preserve the current number of jobs and be managed to create more quality jobs.

SADTU is also concerned about casualisation in the Education sector where teachers are kept in temporary capacities for a long time. *All nine SADTU provinces are making progress in negotiating agreements, to ensure that temporary educators in the system of education are employed permanently.* The schedule below depicts the number of temporary teachers which SADTU demands that they must be absorbed in the system of Education.

This table is as on the 31 October 2005

PROVINCE NUMBER OF TEMPORARY TEACHERS	
Free State	1376
Northern Cape	716
North West	5480
Western Cape	2487
Kwa Zulu Natal	10935
Gauteng	3102
Mpumalanga	1951
Limpopo	In excess of 10 000
Eastern Cape	Number cannot be determined

ABET Educators

By a resolution of council the union aims to bring certainty to this category of Educators. The position of the union is that they must be permanently appointed and given related conditions of service.

PROFESSIONAL DEVELOPMENT

Consistent with its objectives the union calls for:

- The development of educators' capacity to implement education legislation and policies.
- The support of educators' to meet the diverse needs of learners and school communities.
- The promotion of higher levels of skills, knowledge, attitudes and values with regard to teaching and learning.
- The development of career paths for educators in all sub-sectors. SADTU ensures professional development through workshops, seminars and conferences.

In recent years the following programmes inter alia were undertaken:

SADTU Capacity Building Workshops.

- Education Management and Development courses.
- Continuous Assessment Work-shops.
- Teacher Development Workshops on IQMS.
- Portfolio Development Work-shops.

Through its Education Desk, SADTU continuously reviews the needs of members consistent with the policy and legislation changes. SADTU members are at liberty to suggest to their branch leaders any education related topics for workshops, aimed at member's professional enrichment. The Education Desk will then develop the relevant material and where possible facilitate such workshops.

Education material is available in electronic format on the website: www.sadtu.org.za which is currently being revamped.

WOMEN'S EMPOWERMENT

South Africa is graduating from many years of colonialism and patriarchy. Therefore we have to

address gender inequalities in every sphere of the society. Unfortunately unions are no exception. Because SADTU's membership is largely women, it has a particular pressing duty to increase the number of women in leadership positions.

Through the Gender Desk the union covers the following topics/areas:

- Education and Training - gives voice to female members. We take seriously the need to recruit, capacitate and retain women members.
- Representation on all union activities - the union stipulates a 50/50 representation on all extra constitutional meetings.
- Provision of childcare facilities - the union provides these facilities to all union members attending meetings.
- Promotion of women into leadership positions - we promote and support active participation of women in all leadership positions. It is required that at least 3 out of 8 members on leadership committees (at all levels) must be women.

- Networking - we network with gender related organisations to enhance women's position within the union and society.
- Bargaining - we ensure that equal pay, equal treatment, maternity benefit, sexual harassment etc. are included in the collective agreements.

COMMUNICATION WITH MEMBERS

The Union communicates with its members in various ways.

Leaders

Branch leaders are the first port of call for members who want more information pertaining to issues such as conditions of service. Members are free to phone any SADTU office for assistance. Attend SADTU meetings to be updated.

EDUCATORS' VOICE

The union releases four issues of this publication per year, as a free benefit for all its members. Every member of SADTU must ensure that s/he is in receipt of all quarterly issues of the SADTU Educators Voice. The paper

contains current information on various educational and labour issues.

Other regular features include:

- 'Staffroom stories' - our humourous comic strip.
- 'Class struggle' - lesson plans on topical issues.
- Advice on HIV and AIDS.
- Book reviews - especially reviews of learning support materials.
- Advertisements relevant to the needs of educators.
- Members' letters and contributions.

The union is planning to supplement the Educators Voice with an online newsletter and an expanded website from 2006.

SADTU DIARY

On an annual basis the union prints a diary as a free benefit for all its members. The diary gives ample space for you to plan each day, and doubles up as an information resource for teachers. Every member must on yearly basis ensure that s/he is in possession of a SADTU diary.

SADTU FUNERAL SCHEME

SADTU through SAFRICAN provides its members with a funeral benefit of R5000.00. This amount, may increase depending on the union's financial situation.

How to claim

1. Complete a claim notification form.
2. Proof of Death Certificate (certified copies)
3. Copy of Principal Member's identification document 'ID'.
4. Copy of the deceased Identification document "ID"
5. Copy of Principal Member's most recent payslip for the month in which the death occurred or prior to death in respect of Principal Member's death.
6. Supporting document in respect of child over 21 not yet 26 and a full time student.
7. Copy of Marriage certificate.

SADTU members have an option of joining a R20.000 family benefit plan, which caters for immediate and extended family members. Information on the benefit plan may be obtained from SADTU/SAFRICAN Offices.

Issued by the Secretariat for Organising, Recruitment and Campaigns.

Email: Solly@sadtu.org.za

*Comments and / or inputs can be emailed to:
nirvana@sadtu.org.za*

CHECK FURTHER UPDATE ON SAFRICAN OVERLEAF.

BENEFIT	PLAN A	PLAN B (Inclusive of Paid Up on Death and Disability)	Plan chosen:
Member	R 20,000	R 20,000	<input type="checkbox"/> PLAN A
Spouse	R 20,000	R 20,000	
Child 14 – 21 years	R 10 000	R 10 000	
Child 6 – 13 years	R 5,000	R 5,000	<input type="checkbox"/> PLAN B
Child 1 - 5 years	R 2,000	R 2,000	
Child 0 -11 months	R 1,250	R 1,250	
Stillborn	R 1,250	R 1,250	
Monthly Premium Per Member	R 28.50	R 35.90	

DEAR COMRADES

Safrican wishes to update you on your Funeral benefits for the 2006, and also wish to thank you for your support over the past ten (10) years. We cherish this relationship and our constant interaction is building us and helps to ensure that we improve our service levels.

VOLUNTARY SCHEME:-

1. We wish to inform you that we will increase the current Premium of R25.90 to R28.50 on your family benefit plan due to the claim experience we had in 2005, standing at 95 %
2. Those who want a waiver of Premium and Disability cover on their immediate

Family cover the premium will remain at R35.90 and forms are available for those wishing to upgrade to this Benefit.

3. New members have an option to choose either Plan A or Plan B on their application forms.
4. Calculations of the waiting period are as follows:- Irrespective of the date that you are paid, Safrican receives your premium on the 1st of the following Month from Persal or your account, hence your cover commences on the 1st of the following month (e.g. if you get paid on the 15th or 20th of February, you will only be covered from the 1st March).
5. If you realize that your deductions did not get effected please make a Cash Deposit before the 7th of each Month to:- **(Safrian Insurance Company, Nedbank Account no.**

1968345957, branch code: 196805, Braamfontein Branch) to keep your policy active. Use your Policy number as your a Reference

6. We settle claims within 48 hours and any claim submitted after 12 months from the date of death will be repudiated.
7. Accidental death is paid immediately, however we require the Police report to accompany the claim.
8. This is your life-long Funeral Policy, just switch from Persal to Debit Order, if you happen to change the employer or you are retiring.
9. Safrican will soon open offices near your Sadtu Provincial Offices and later, next to all Regional Offices, in the beginning of 2007.
10. Claim forms are available in all Branch Offices of Sadtu and will soon be available in schools.

SAFRICAN OFFICES:-

HEAD OFFICE: Tel: (011) 332-0705/0500
Fax: (011) 332-0625/0722

DURBAN: Tel: (031) 305 1800
Fax: (034) 304 3738

P.ELIZABETH: Tel: (041) 363-1477
Fax: (041) 363-0208

CAPE TOWN:- Tel: (021) 419-0090
Fax: (021) 421-0104

11. Distributors or Consultants on the scheme at national level are: **MALOMBO: 083 677 0808**
ELIAS PHOBA: 083 647 7326



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